



2015 ANNUAL REPORT

Partnering to provide a safe environment for communities, businesses, and visitors to the City of Norfolk



CITY OF NORFOLK

NORFOLK POLICE DEPARTMENT

THE NORFOLK POLICE DEPARTMENT AND OUR COMMUNITY



THE NORFOLK POLICE DEPARTMENT 2015

TOTAL NUMBER OF EMPLOYEES: 857

SWORN: 753

CIVILIAN: 104

MALE: 81.1%

FEMALE: 18.9%

WHITE: 67.6%

BLACK: 22.9%

HISPANIC: 5.8%

ASIAN PACIFIC ISLANDER: 3.4%

AMERICAN INDIAN: .11%

OUR COMMUNITY 2015

JURISDICTION SIZE: 54.12 SQUARE MILES

JURISDICTION POPULATION: 246,139

MALE: 52%

FEMALE: 48%

WHITE: 44.3%

BLACK: 42.8%

HISPANIC: 7.3%

ASIAN/PACIFIC ISLANDER: 3.7%





CITY OF NORFOLK

NORFOLK POLICE DEPARTMENT



The Norfolk Police Department works with the community to build strong relationships and partnerships based on trust, respect, and professionalism. Committed to the principles of justice and freedom set forth in the Constitution and its amendments, the protection of each individual's safety and civil rights is at the core of the oath that police officers take at the outset of their careers. Policing by its nature is complex. Policing successfully requires both internal and external trust in the department's procedures and policies. On the best of days, the actions officers take may rightfully come under the scrutiny of the community in which they serve. Transparency and open communications are essential to ensuring legitimacy and effectiveness. Both the department's officers and the community must have confidence that investigations are conducted without bias, proper discipline is applied, and appropriate corrective actions are taken.

The department has a strong self-policing process that facilitates community and individual reporting of concerns and complaints. It guides supervisors in making fair and impartial disciplinary decisions that firmly uphold the values and expectations of the department. The department is also firmly committed to seeking ways to improve.

This report is a tool that will assist in identifying behaviors and trends upon which to focus and fine tune departmental policies, training, and discipline. Recognizing that complete information cannot always be released without compromising an investigation or hindering the department's mission of preventing crime and promoting community safety; the information contained in this report will be used to improve performance, reduce risk, enhance legitimacy, and foster trust both internally and externally. This report will help in the evaluation of the department's processes for handling internal and external complaints effectively and ensure that relationships within and outside of the department are legitimately based on trust, respect and professionalism.

Michael G. Goldsmith
Chief of Police



CITY OF NORFOLK

NORFOLK POLICE DEPARTMENT

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NORFOLK POLICE DEPARTMENT

GUIDING PRINCIPLES

OUR MISSION

The Norfolk Police Department shall provide protection and police service responsive to the needs of the people of Norfolk.

OUR VISION

To provide a safe environment for communities, businesses, and visitors to the City of Norfolk.

OUR PHILOSOPHY

It is the Norfolk Police Department's philosophy to deliver public safety and law enforcement services to the citizens of Norfolk using the community oriented policing and community oriented government philosophy, that encourages citizens to not only obey the law but to also become partners in sharing the effort necessary to prevent crime. As a department, it is essential that officers assume highly visible pro-active roles within their assigned communities and develop effective relationships with community and city leadership.





CITY OF NORFOLK

NORFOLK POLICE DEPARTMENT

CORE VALUES

SERVICE
HONOR
INTEGRITY
EQUALITY
LEADERSHIP
DIVERSITY

DIVERSITY
LEADERSHIP



WEAR THE BADGE
LIVE THE S.H.I.E.L.D.



NORFOLK POLICE DEPARTMENT

INTRODUCTION

The Norfolk Police Department's Office of Professional Standards is charged with the receipt, processing and investigation of allegations of misconduct made against sworn or civilian members of the department. The purpose of the Office of Professional Standards is to ensure the integrity of the Norfolk Police Department and maintain the credibility of and respect for the department, both from the public it serves and among its members.

Under the direction of the Chief of the Police, the Office of Professional Standards is responsible for investigating all citizen complaints involving excessive force, abuse of authority, ethnic slurs, and civil rights violations, as well as complaints made by department members against other employees. The Office of Professional Standards is responsible for tracking and maintaining files for all complaints. Investigators also act as a resource for other police commands handling complaints internally.

As will be discussed later in this report, the Norfolk Police Department has a responsibility to its employees and the community to identify and assist employees who display patterns of behavior and/or allegations of misconduct that indicate that an officer may be in need of retraining or supervisory intervention. Therefore, the Norfolk Police Department implemented an Early Intervention System or EIS.

EIS captures specific data about the behavior of officers and aids in the timely detection of problematic behaviors or potential misconduct by intervening with options such as counseling, retraining, action plans, and/or monitoring and guidance from immediate supervisors in order to improve their performance. These reports are not intended as a statement of misconduct, but simply a presentation of quantitative facts to be used as a management tool to identify performance issues.

Although deployed in the later part of 2015, this 2015 Annual Report will provide statistical information gathered from the Early Intervention System (EIS), as well as an analysis on internal administrative and citizen investigations and processes.

Note: Data contained within this report reflects the constant influx of new information received on a daily basis and is applicable as of the date of publication.

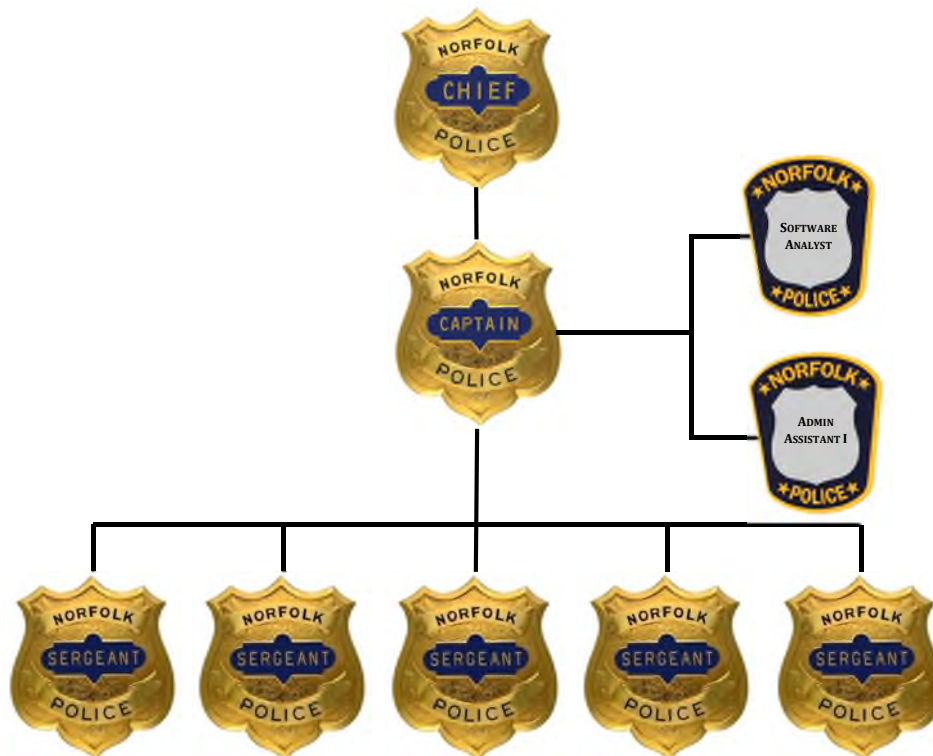


NORFOLK POLICE DEPARTMENT

THE OFFICE OF PROFESSIONAL STANDARDS

The function of the Office of Professional Standards is to provide fact-finding assistance to the Chief of Police and Executive staff members. The Office of Professional Standards provides a systematic, objective, and impartial investigation of complaints alleging employee misconduct.

The organizational structure of the unit:



In addition to investigating allegations of misconduct against Norfolk Police employees, the Office of Professional Standards is responsible for the following:

- Coordination of Grievances
- Early Intervention System
- Electronic Record System Administration
- Firearms Use Review Panel
- Accident Review Board



NORFOLK POLICE DEPARTMENT

THE COMPLAINT PROCESS

The Norfolk Police Department encourages both citizens and co-workers to report complaints of inadequate police service or misconduct. Every reasonable effort is made to facilitate the convenient, courteous, and prompt receipt and processing of complaints. When a complaint is received by the Office of Professional Standards (OPS) staff, it is assigned a non-revocable control number in the records management system (RMS) and assigned to an OPS sergeant for investigation. The RMS permanently captures all elements of a complaint at any and all stages of the process and the complaint cannot be deleted, even if a complaint is later withdrawn by the complaining party. Therefore, there is always a record of the complaint. The RMS also has the ability to track and maintain data that is pertinent to analyzing statistics.

Complaints may be accepted in person, by email, in writing, or by telephone using one of the below options, and can be reported anonymously.

- Fill out the [compliment](#) or [complaint](#) form on line www.Norfolk.gov.
- Report the incident to an on-duty police supervisor by phone or at any police facility.

Police supervisors are available 24 hours a day, seven days a week. To request to speak with a police supervisor by phone regarding an allegation of misconduct, call (757) 441-5610.
- Report the incident directly to the Office of Professional Standards at (757) 664-6159.

While it will generally be obvious when a complaint alleges misconduct on the part of an employee, complaints concerning inadequate service or improper procedures may sometimes be more difficult to identify. In many instances, a citizen may be merely requesting information or clarification of a policy or procedure. In such cases, the citizen is given a thorough explanation of the procedures which prompted the inquiry and the concern is recorded as an inquiry/referral and handled accordingly. If there is doubt as to whether the citizen's concern is an inquiry or a complaint, it will be treated as a complaint and investigated.



NORFOLK POLICE DEPARTMENT

The Police Department has no jurisdiction to resolve issues in criminal cases which can only be decided by a court. In such cases, if the citizen still desires to file a complaint of the above nature, the complaint is taken and the complainant advised that no action can be taken regarding the complaint until all pending charges have been adjudicated in court.

VIOLATIONS OF CRIMINAL LAW

Alleged or suspected violations focusing on criminal matters will be investigated by the appropriate criminal investigative command, and then forwarded to the Office of Professional Standards for an administrative investigation of the criminal allegation(s). The criminal investigation itself or the core facts are reviewed with the Commonwealth Attorney, who makes the determination whether or not to prosecute the employee.

OTHER INVESTIGATIONS

Using the same investigative process outlined on page 8, the police department supervisors conduct inquiries into all use of force incidents, vehicle pursuits, and police vehicle accidents.



NORFOLK POLICE DEPARTMENT

TABLE OF COMPLAINT CATEGORIES

TABLE OF COMPLAINT CATEGORIES			
	OFFICE OF PROFESSIONAL STANDARDS	INVESTIGATIVE SERVICES BUREAU	COMMAND HANDLED
CATEGORY			
Excessive Force	X		
Abuse of Authority	X		
Firearms			
• Accidental discharge of firearms	X		
• Discharge at people	X	X	
• Discharge at animals	X		
Alleged Felonies or Misdemeanors committed by a police officer or civilian personnel	X	X	
Conduct			
Courtesy (Ethnic Slurs/Rudeness, Abusive/Insulting Language)			X
Bias Based Policing	X		
Civil Rights Violations	X		
Harassment			X
Operational Procedures			
Missing Court			X
Lost equipment/department property			X
Lost citizen's property			X
Failure to provide police services			X
Failure to complete paperwork			X
Dress and personal appearance			X

Figure 1 Outlines complaint categories and which division is responsible for investigating them.



NORFOLK POLICE DEPARTMENT

THE INVESTIGATION PROCESS

The Office of Professional Standards (OPS) is responsible for tracking and maintaining files for all complaints. Investigators also act as a resource and consultant for other police commands handling complaints internally.

Investigations that are conducted by sergeants assigned to the Office of Professional Standards goes through the following investigative process:

- Interviewing and obtaining a statement from the complaining party
- Interviewing and obtaining a statement from relevant witnesses
- Obtaining all physical, documentary or photographic evidence
- Obtaining reports or other material related to the complaint and the action of the employee
- Reviewing all statements and evidence for preparation prior to interviewing the accused employee
- Interviewing and obtaining a statement from the accused employee
- Compiling all statements and relevant material into a case file, including a summary of the evidence and events surrounding the complaint

Investigations that are conducted by the command follow a similar investigative process. At the conclusion of the investigation, the file with the appropriate recommendation letter and other paperwork will be forwarded to the Commanding Officer of OPS for review.

If it is determined through a preliminary investigation that a complaint is clearly unfounded, it is forwarded to the Chief of Police for permission to be closed.



NORFOLK POLICE DEPARTMENT

CASE ADJUDICATION

After an OPS investigation is completed, the case folder is forwarded to the accused employee's Commanding Officer for his/her evaluation and recommendations.

The Commanding Officer of the accused employee will recommend the complaint be classified as follows:

Unfounded: Allegations are false or not factual, no basis in fact.

Exonerated: Incident occurred but was lawful and proper.

Unsubstantiated: Insufficient evidence to prove or disprove the allegation.

Substantiated: The allegation is supported by sufficient evidence.

The Commanding Officer's recommendation is then forwarded to OPS, who will provide the case file with the Commanding Officer's recommendation to the appropriate Assistant Chief of Police and then the Deputy Chief of Police for review. The investigation and recommendations are then submitted to the Chief of Police for final approval.

Complainants are notified of the complaint status in writing by the investigating Commanding Officer of the status of their complaint when a final determination has been made by the Chief of Police. In the event of any investigation delay of more than one month, the complainant will be notified of the status of his/her complaint.



NORFOLK POLICE DEPARTMENT

DISCIPLINARY ACTION

Disciplinary action is administered only when an allegation of misconduct is substantiated. Personnel who are found to have violated Departmental orders, directives, policies, or procedures may be subject to disciplinary actions that include the following:

1. Written Reprimands
2. Suspensions
3. Demotions
4. Dismissal

Additionally, training and counseling, which are positive and constructive methods of improving employee productivity and conduct, can be provided as an alternative to disciplinary action in appropriate situations.

Employees do have the right to the grievance process when any disciplinary action is taken against them. The appeal of disciplinary action may be pursued through one of the following established procedures:

1. A grievance under the City of Norfolk Employee Grievance Procedure.
2. An appeal to the Norfolk Police – Fire Trial Board under Section 63 of the Charter of the City of Norfolk.
3. An appeal to a departmental panel under the Law Enforcement Officer's Procedural Guarantees Statute, State Code §9.1-500 through 9.1-507.



NORFOLK POLICE DEPARTMENT

OVERVIEW OF 2015 COMPLAINTS

The Norfolk Police Department understands the importance of statistical analysis in the process of rigorous self-assessment. This report focuses specifically on the areas where we investigate and assess ourselves, citizen complaints, uses of physical force, pursuits, police vehicle accidents, and employee injuries. By examining these statistics and comparing them to previous year's numbers, we can identify patterns of performance and respond by targeting our training and policies to address the identified trends.

Publishing this report is one of the ways we can demonstrate our commitment to transparency in our interactions with the public we serve. We believe that by providing this information, it will allow the community to evaluate our performance, to build confidence, and maintain trust in the Department. In February 2015, the Norfolk Police Department equipped our officers with Body Worn Cameras in an effort to increase accountability and transparency.

POLICE-CITIZEN INTERACTION

COMPLAINTS PER CALLS FOR SERVICE		
	2014	2015
Calls for Service (CFS)	246,746	238,950
Citizen Complaints	159	146
Substantiated Complaints	23	15*
Complaints per CFS	.06%	.06%
Substantiated Complaints per CFS	.009%	.006%

Figure 2 Reflects the extent of interactions that involve employee misconduct, compared to the number of citizen complaints and the total number of calls for service in 2014 and 2015. This chart shows the number of complaints in comparison to the calls for service. *The number of substantiated citizen complaints does not include the eight (8) cases waiting to be adjudicated as of the publication of this report.



NORFOLK POLICE DEPARTMENT

CITIZEN AND ADMINISTRATIVE COMPLAINTS

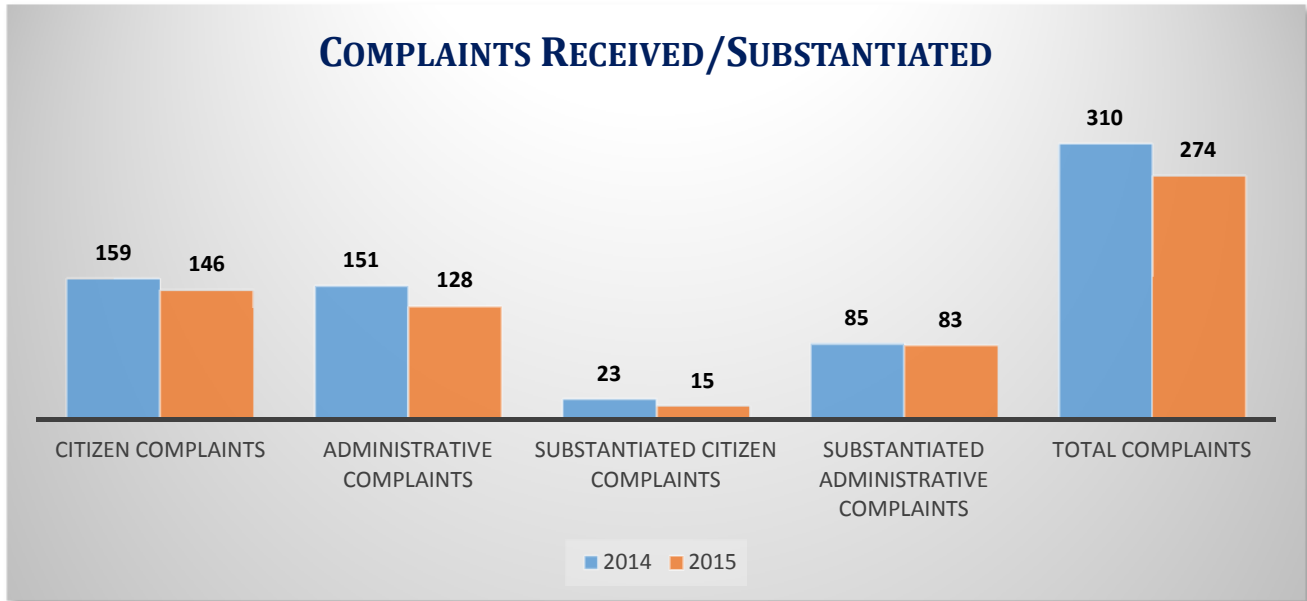


Figure 3 The total number of citizen-initiated and administrative investigations decreased in 2015 from 310 to 274 as compared to the previous year. All investigations involve conduct violations. *The number of substantiated citizen complaints does not include cases waiting to be adjudicated as of the publication of this report.

NATURE OF COMPLAINTS AND ALLEGATIONS

MOST COMMON ALLEGATIONS		
CONDUCT VIOLATION	2014	2015
Courtesy	112	71
Bias Based Policing	21	11
Civil Rights Violation	66	53
Excessive Force	70	55
Fail to Provide Police Services	42	44
False Statements/Perjury	12	8
Harassment	26	12
Missing Court	67	46
Alleged Criminal Involvement	7	5
Policy Violation: General Order—Operational (Body Worn Camera)	0	23

Figure 4 List of conduct rules that comprise the most frequent citizen complaint allegations of employee misconduct. One complaint may consist of multiple allegations against one or more employees.



NORFOLK POLICE DEPARTMENT

RACE AND GENDER OF COMPLAINANTS

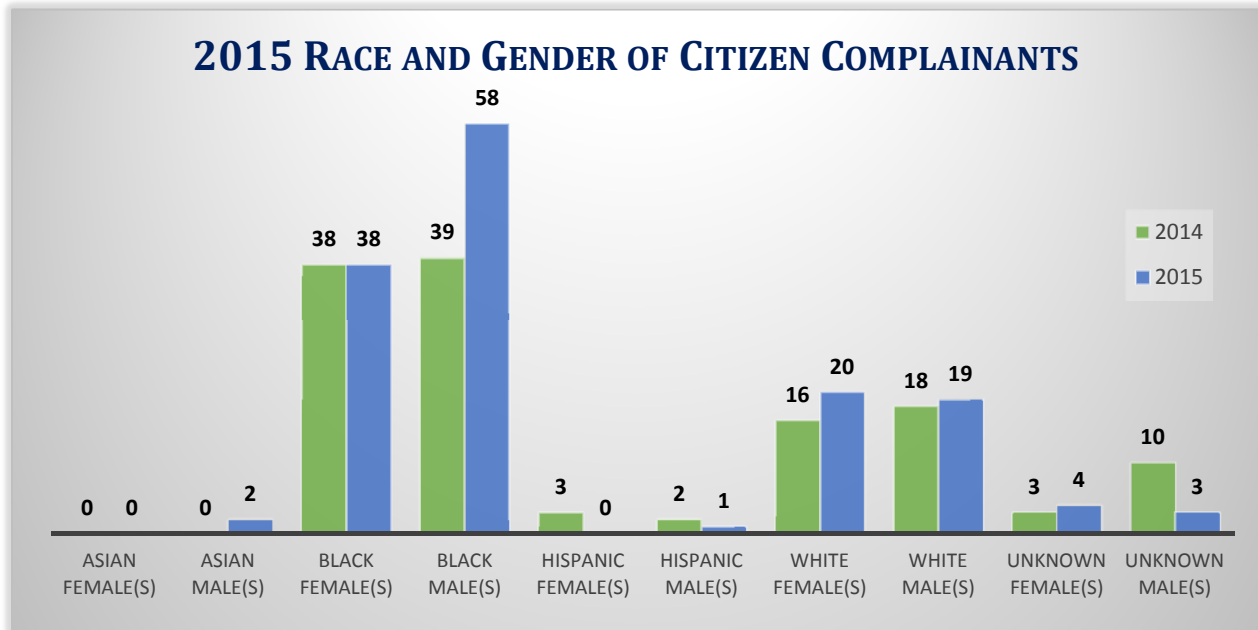


Figure 5 We examine the race and gender of complainants to reveal possible trends which may indicate unfair or preferential treatment. By tracking this information, the department can identify long term trends and develop strategies to help improve employee interactions with distinct population groups.

During 2015, several nationally publicized events transpired which highlighted allegations of excessive force attributed to police misconduct. In response, the Norfolk Police Department reviewed its policies that governed use of force and bias based policing. Revisions to policy along with additional training was initiated to include fair and impartial policing awareness.



NORFOLK POLICE DEPARTMENT

DISPOSITION OF COMPLAINT ALLEGATIONS

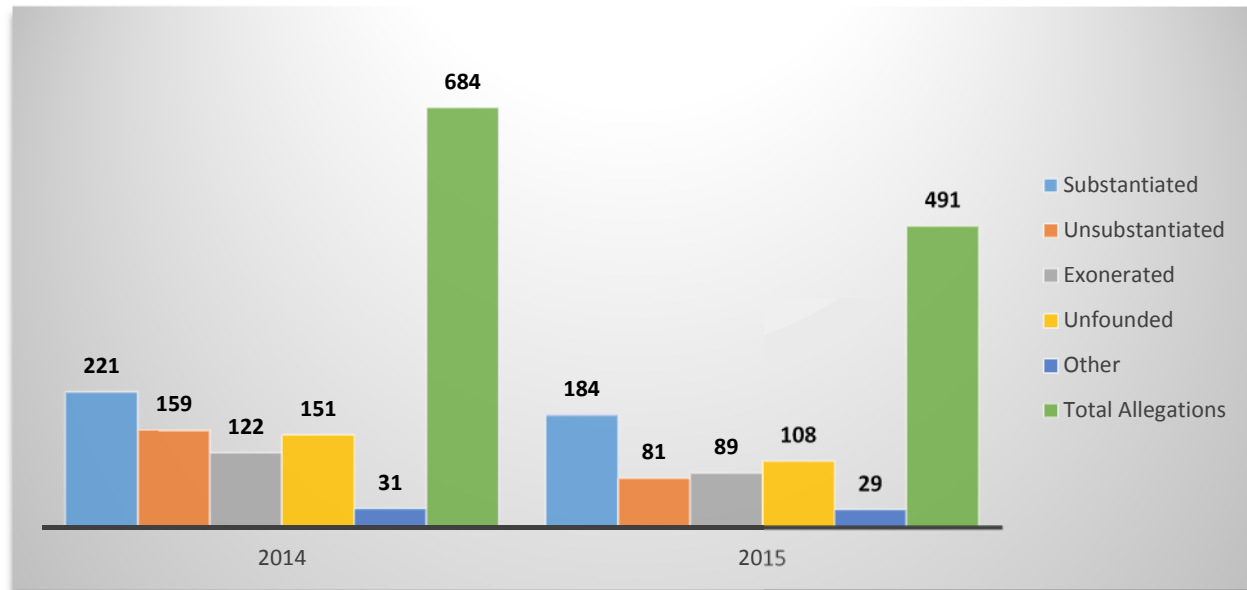


Figure 6 Since complaints may contain multiple allegations of misconduct, each allegation is investigated, reviewed and adjudicated. As a result, the number of dispositions significantly exceeds the number of complaints. In 2015, 274 complaints involved 491 misconduct allegations. *The category of "Other" represents allegations where the complaint was either withdrawn, pending, or no further action was required.

DISCIPLINARY ACTION

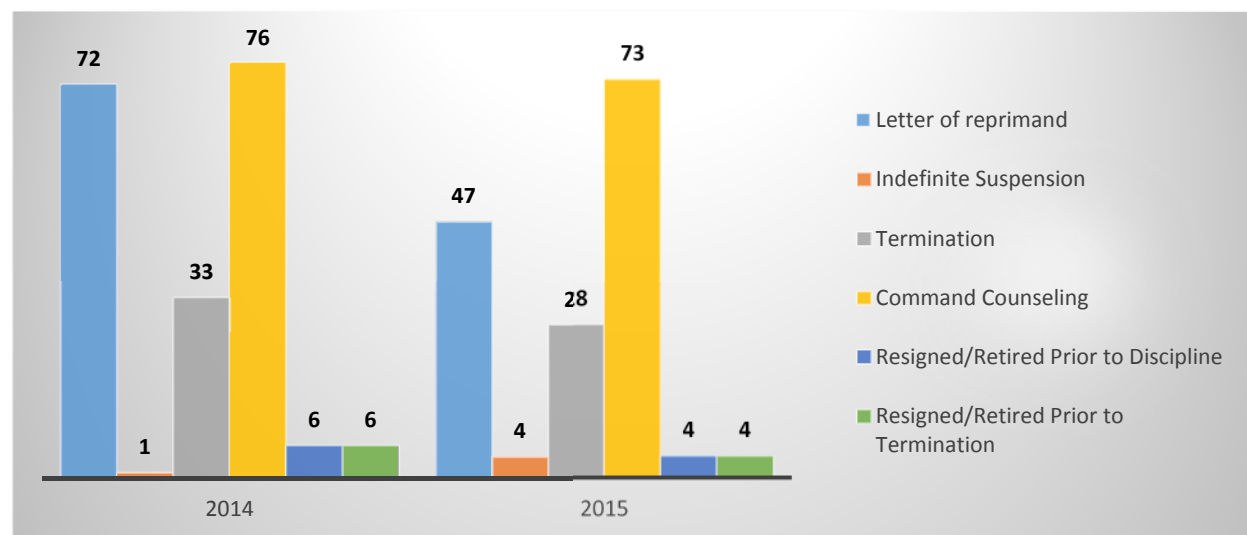


Figure 7 The Commanding Officer decides the appropriate discipline based on the Norfolk Police Department's General Order ADM-220 Disciplinary Procedure for command handled complaints. The Chief of Police makes the determination for OPS investigated complaints. No officers were demoted in 2014 and 2015. *Indefinite suspension is the disciplinary action given to officers who are grieving their separation from the department. If the grievance panel upholds the Chief's decision, the officer is then terminated.



NORFOLK POLICE DEPARTMENT

EARLY INTERVENTION SYSTEM

The Norfolk Police Department utilizes an Early Intervention System to identify patterns of behaviors and/or allegations of misconduct that indicate that an officer may be in need of retraining or supervisory intervention. The Early Intervention System is not disciplinary in nature and does not take the place of the established internal investigation and disciplinary processes.

Early Intervention Systems are data driven management tools designed to identify officers with patterns of alleged misconduct who may require intervention with options such as counseling, retraining, action plans, and/or monitoring and guidance from immediate supervisors in order to improve their performance.

It is based on the concept that officer misconduct often stems from underlying issues. Officers will often exhibit symptoms of those issues before misconduct occurs. An officer's command staff and first line supervisors are crucial in recognizing those symptoms and should intercede with corrective guidance and continued monitoring *before* misconduct occurs.

Early intervention of potential problem officers and utilizing various remedial actions can increase agency accountability and offer a better opportunity to meet the department's values and mission.

Early Intervention is not discipline. One or more events that trigger an early intervention may also be or become the subject of an internal investigation, a criminal investigation or a disciplinary proceeding. Implementation of the early intervention procedures are not delayed pending such investigations or proceedings.

The Chief of Police established thresholds that trigger an alert of the Early Intervention System. Thresholds are based on the frequency of actions (such as uses of force) or complaints within a six month window. Thresholds are also based on an officer being in a predetermined percentile for the occurrence of incidents or allegations within a group of officers who work in a similar work environment.



NORFOLK POLICE DEPARTMENT

USE OF FORCE

The term "use of force" applies when an officer is required to use a firearm, baton, chemical agent, K-9 dog, or any other physical means to carry out a law enforcement function or restrain a prisoner, other than the routine use of handcuffs and/or hands to hold, guide or lead a prisoner. Only that force reasonably necessary to successfully accomplish legitimate police functions is authorized. Officers are prohibited from using any weapon or object to intentionally strike another in the head, face, neck, throat, or to effect a choke hold. The use of any force that exceeds that which is "reasonably necessary" is considered excessive.

Department members may use physical force to effect an arrest, prevent an escape, overcome resistance, or to defend themselves or a third party from injury or death. The type and degree of force used must be reasonable based upon the facts of the situation. De-escalation attempts should be made to achieve the control required to effect arrests and ensure both officer and public safety. However, in situations where physical resistance or a threat of harm is encountered, and reasonable alternatives have been exhausted or would clearly be ineffective, physical force may be used.

It is important to note that there are circumstances where officers may use *whatever* means, methods, instruments, or techniques which are immediately available, as outlined in the following statements:

- To defend and protect oneself or another when the officer reasonably believes that he or she or another person is in imminent danger of death or serious physical injury. Serious Physical Injury is defined as a physical injury that creates a substantial risk of death, causes serious permanent disfigurement, or results in long-term loss or impairment of the function of any bodily member or organ.
- To apprehend a fleeing felony suspect when the officer has reasonable belief based upon personal knowledge of the offense involved and the surrounding circumstances to believe that the suspect has committed, attempted to commit, or is committing **a felony offense involving use of violent physical force against a person; and** the suspect poses an **imminent threat** of death or serious physical injury to the officer or other person(s).



NORFOLK POLICE DEPARTMENT

NON-DEADLY FORCE BY WEAPON TYPE

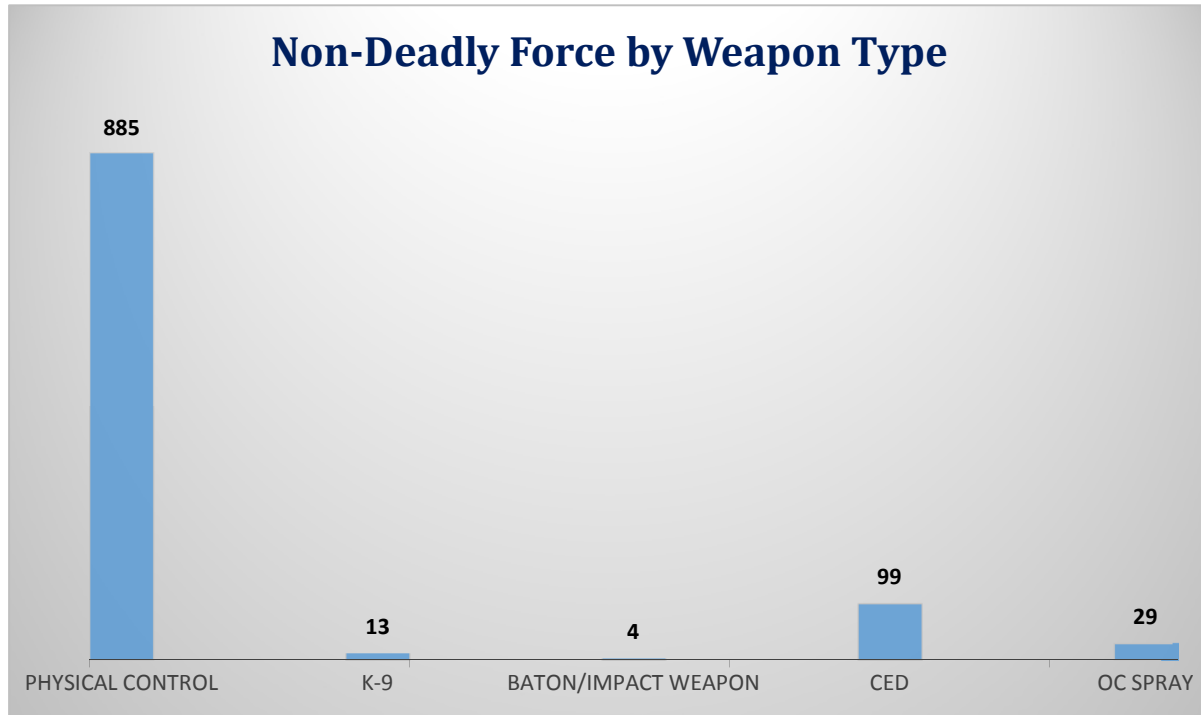


Figure 8 Some use of force reports indicate more than one weapon type used resulting in weapon type totals exceeding the number of reports. With the implementation of an Electronic Reporting Software System in late 2014, officers now have the ability to demonstrate on a body map where force was used.

Every use of force is required to be fully and accurately reported by the involved officer. The incident will then be reviewed by the officer's Commanding Officer who must determine if the use of force complied with departmental policies and training standards. If the Commanding Officer is not satisfied that the use of force was within policy he/she, will indicate so and an internal investigation is initiated.



NORFOLK POLICE DEPARTMENT

COMMON EVENTS PRECIPITATING USE OF FORCE

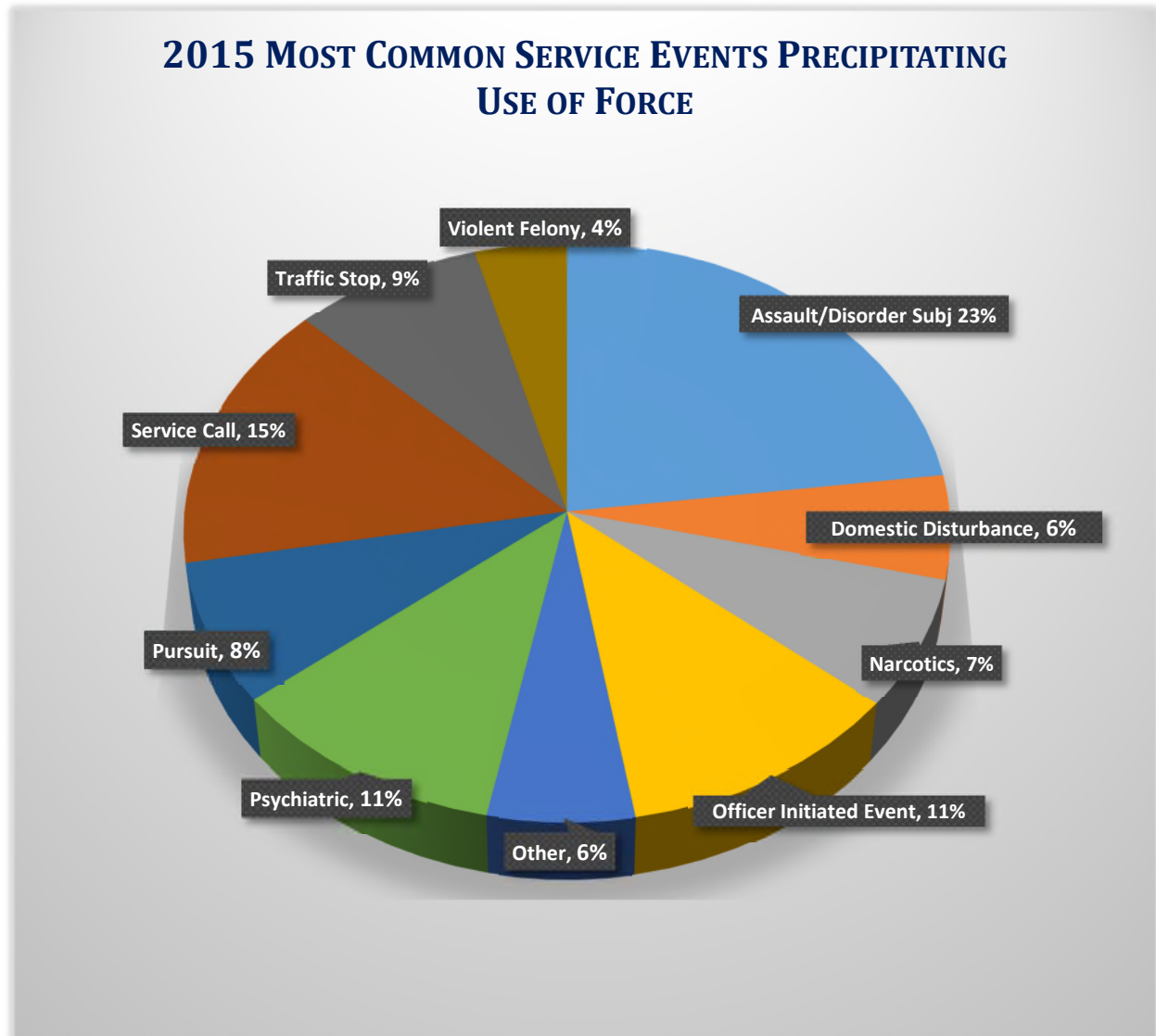


Figure 9 Most common events precipitating uses of force.



NORFOLK POLICE DEPARTMENT

USE OF DEADLY FORCE

Any use of force resulting in serious physical injury or death, or alleged felonies or misdemeanors related to the use of force, are required to be thoroughly investigated by the Detective Division. The Office of Professional Standards will conduct a parallel administrative investigation. These investigations are reviewed by the Chief of Police and the criminal investigation is forwarded to the Commonwealth's Attorney who has the final authority to decide if the use of force was justified, and if not, whether to indict and/or prosecute. The Chief of Police may turn any critical incident involving deadly force over to an independent outside agency for investigation.

In 2015, 2 of the 14 events involved discharging a firearm against a person. None of those events resulted in fatalities. Five events involved accidental discharges. Figure 10 shows the number of incidents where employees discharged their firearms during 2015.

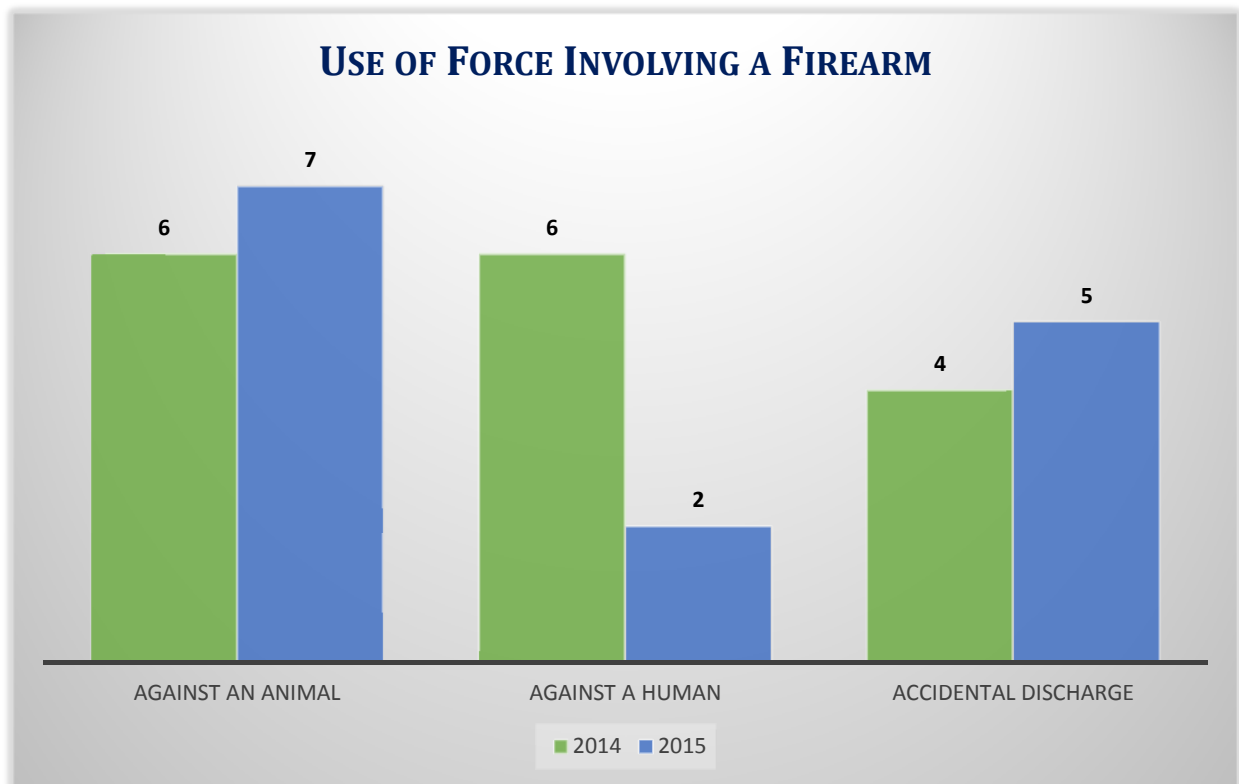


Figure 10 in 2015 there were 14 firearm discharges, a 12.5% decrease from 2014 where 16 firearm discharges were reported.



NORFOLK POLICE DEPARTMENT

The Department recognizes that Critical Incidents can have a powerful physical and psychological impact on the officers involved. An officer directly involved in a use of force resulting in death will be removed from street duty pending the conclusion of all criminal and administrative reviews. An officer directly involved in a shooting or other use of force resulting in serious physical injury may be removed from street duty assignment at the discretion of his Commanding Officer, pending the conclusion of all administrative reviews. Additionally, officers involved in these critical incidents are referred as soon as it is practical for critical incident debriefing via the department's designated clinician and, if necessary, psychological counseling and/or treatment.

USE OF FORCE PER CALLS FOR SERVICE

To gain perspective on the prevalence of the use of force, a comparison of use of force incidents to the number of calls for service was completed. Figure 11 shows the frequency employees used force in comparison to dispatched calls for service, and the number of complaints received in 2014 and 2015.

USE OF FORCE PER CALLS FOR SERVICE		
	2014	2015
Calls for Service (CFS)	246,746	238,950
Use of Force Reports	616	537
Use of Force Complaints	66	32
Use of Force Complaints per CFS	0.03%	0.01%
Use of Force Reports per CFS	0.25%	0.22%

Figure 11



NORFOLK POLICE DEPARTMENT

POLICE VEHICLE PURSUITS

Pursuits are governed by Norfolk Police Department General Order OPR-710, Operation of Police Vehicles.

All pursuits must be documented. The pursuit is reviewed by the officer's immediate supervisor and forwarded to the Commanding Officer of the Division for approval.

Each month, Commanding Officers present the pursuits involving their personnel to other Commanding Officers and the Accident Review Board Chairperson.

At the beginning of each calendar year, the Traffic Unit will complete an analysis of the previous calendar year's pursuits. The data reviewed will include the following:

- Number of pursuits by year comparison
- Number of pursuits by Division
- Number of pursuits per month
- Number of pursuits by day of week
- Number of pursuits by time of day
- Maximum speed during pursuits
- Miles driven during pursuits
- Offenses precipitating pursuits
- Pursuit conclusions
- Number of pursuits within policy

Additionally, the number of preventable and non-preventable police car accidents will be included in this summary report.

This report will be reviewed by the Commanding Officer of Homeland Security and then forwarded to the Assistant Chief, Field Operations Bureau for review and approval. The Chief of Police will receive a copy of the report with a cover letter signed by the Assistant Chief of Field Operations acting in the capacity of the Chairperson of the Accident Review Board.



NORFOLK POLICE DEPARTMENT

NUMBER OF PURSUITS BY YEAR

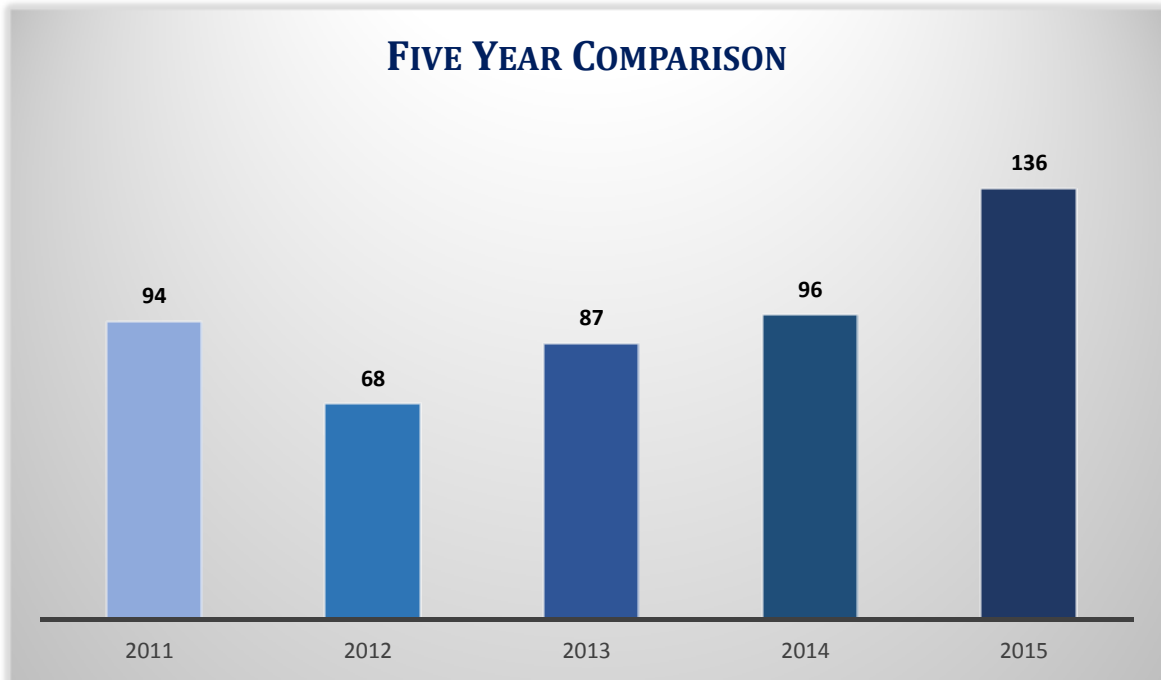


Figure 13 Based upon the chart shown above, pursuits have increased since the decline prior to 2012

NUMBER OF PURSUITS BY DIVISION - 2015

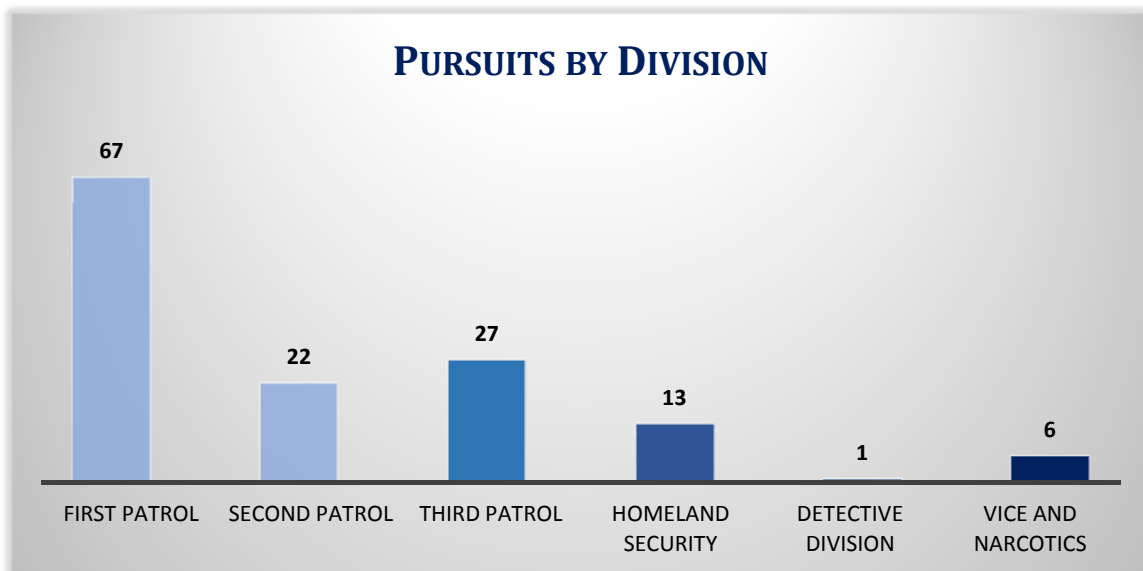


Figure 14 Officers in the First Patrol Division initiated more pursuits than other Divisions.



NORFOLK POLICE DEPARTMENT

NUMBER OF PURSUITS BY MONTH - 2015

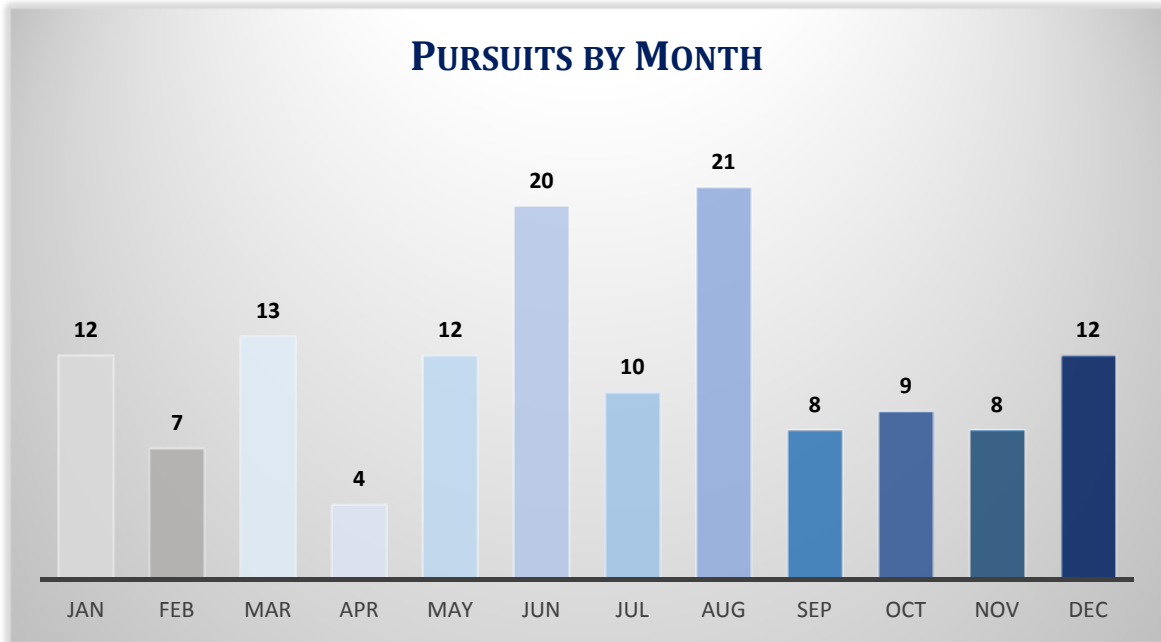


Figure 15 This chart shows spikes in the early and late summer months.

NUMBER OF PURSUITS BY DAY OF THE WEEK - 2015

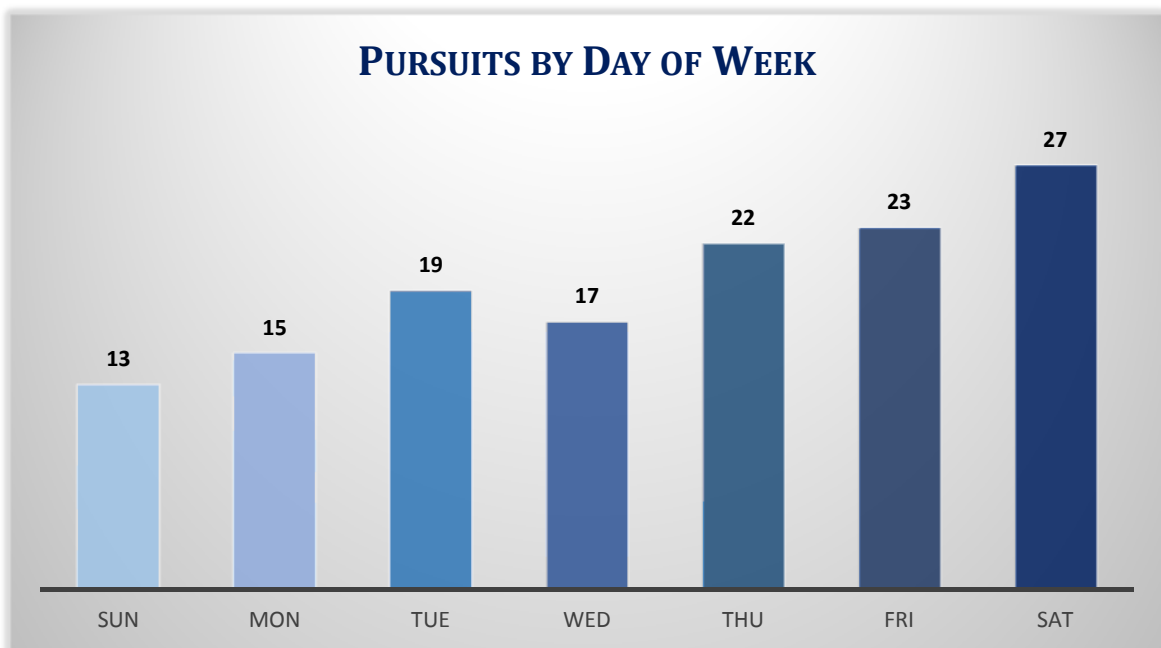


Figure 16 This chart depicts that over the last year Saturday was the highest day of the week in which a pursuit took place.



NORFOLK POLICE DEPARTMENT

NUMBER OF PURSUITS BY TIME OF DAY - 2015

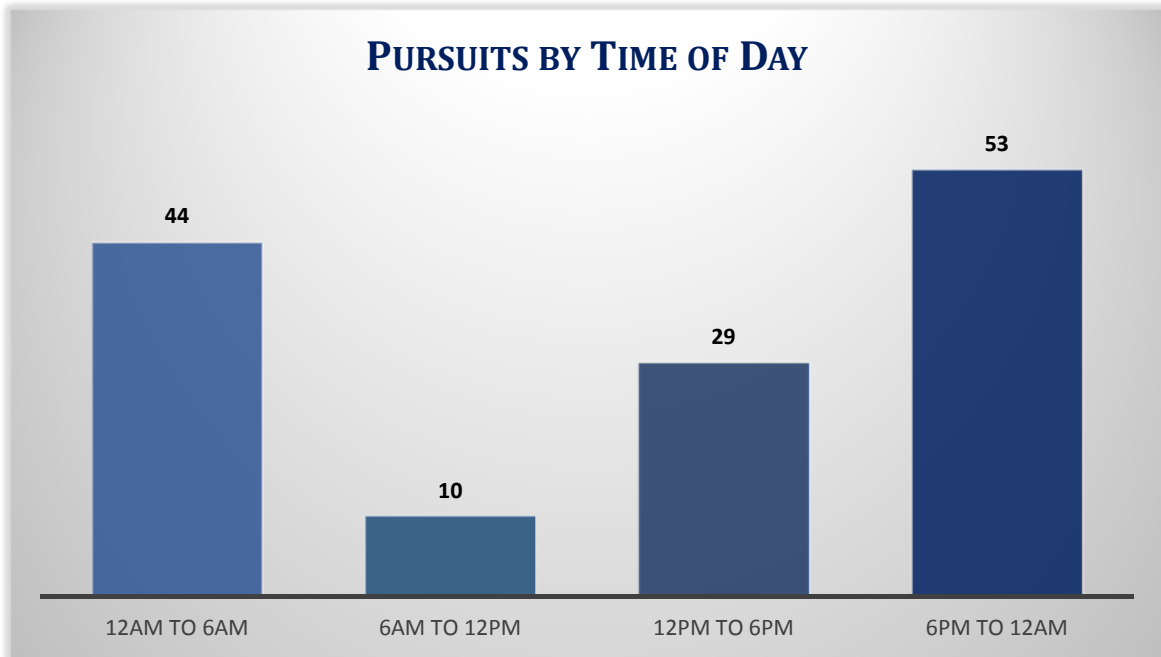


Figure 17 Thirty-nine percent of the pursuits in 2015 occurred between the hours of 6 pm and midnight.

MAXIMUM SPEEDS DURING PURSUITS – 2015

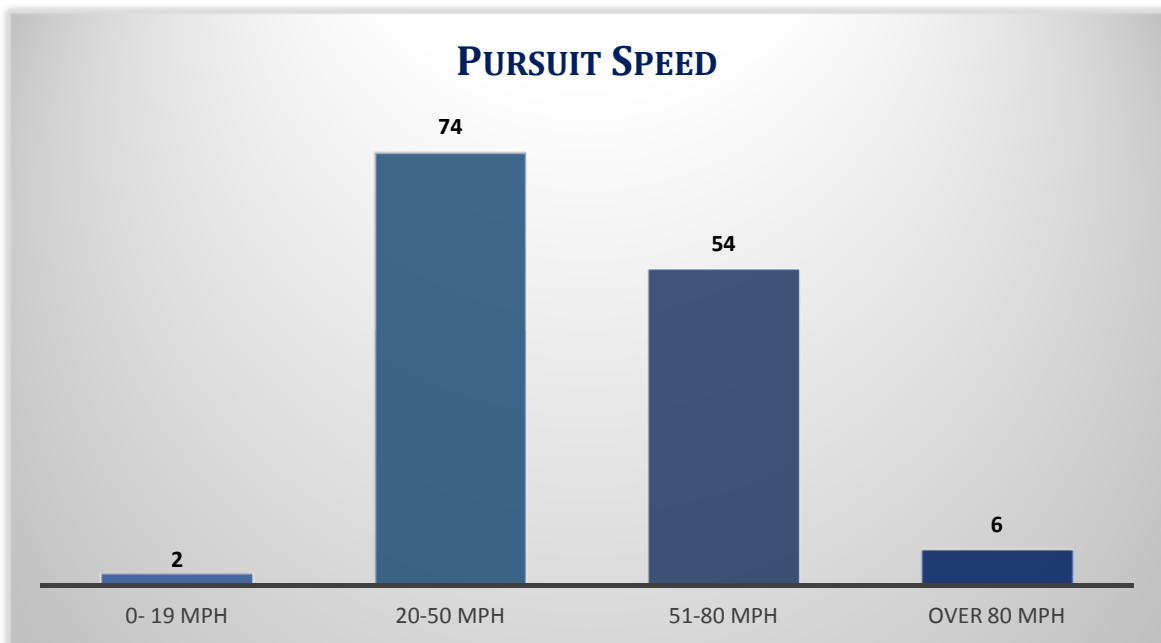


Figure 18 Over fifty percent of pursuits in 2015 did not exceed 50 mph.



NORFOLK POLICE DEPARTMENT

MILES DRIVEN DURING PURSUIT - 2015

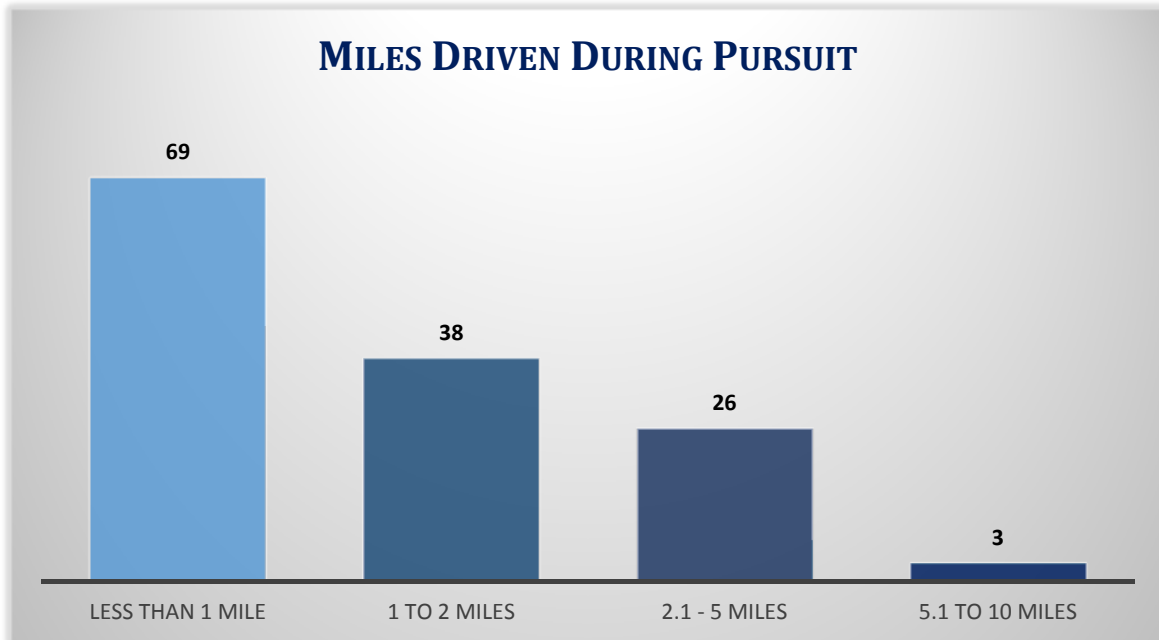


Figure 19 Seventy-nine percent of pursuits in 2015 traveled less than two miles before conclusion.

OFFENSES PRECIPITATING PURSUIT

	Count		Count
Felony (Vandalism)	0	Assist Other Agency	1
Felony (Other than stolen auto)	3	Shots Fired Call	1
Felony (Stolen Auto)	41	Domestic Call	0
Felony (Malicious Wounding)	0	Narcotics	7
Felony (Unauthorized Use)	0	DUI	7
Felony (Homicide of LEO)	0	Traffic Violation	69
Misdemeanor (other)	7		

Figure 20 Traffic offenses accounted for more than half of the precipitating events for all police pursuits in 2015.



NORFOLK POLICE DEPARTMENT

POLICE VEHILCE ACCIDENTS

Norfolk Police Department personnel operate approximately 333 motor vehicles to include cars, motorcycles and trucks. The geographical area of the City of Norfolk which is patrolled by officers is approximately 54 square miles. Officers operate vehicles 24 hours a day, 7 days per week in all types of weather, traffic and at times under extreme emergency conditions.

Each month the Accident Review Board reviews police car accidents. Officers may waive their appearance at the Board by writing an Uncontested Accident Letter for the accidents. Officers with more than one accident within a two year limit must appear at the Board.

The Board is made up of the Commanding Officers from the various Divisions within the Department as well as City Safety, City Garage and the Office of Professional Standards.

After each case is presented by the Chairperson of the Accident Review Board, the officer involved is allowed to speak as to the nature and/or cause of the accident.

After the pertinent information is gathered, the Commanding Officer makes a recommendation as to whether the accident was preventable or non-preventable. If the accident was deemed preventable then a recommendation for corrective action is also made. The recommendations are discussed and once a decision is reached the officer involved is notified in writing of the outcome by the Chairperson.

In 2015, Norfolk Police Officers were involved in 134 crashes. Seventy-six were presented to the Board.

Preventable	Non-Preventable	Considered No Accident
69	3	4

Figure 22 Preventable and Non-preventable accidents presented to the Accident Review Board - 2015



NORFOLK POLICE DEPARTMENT

PREVENTABLE AND NON-PREVENTABLE ACCIDENTS

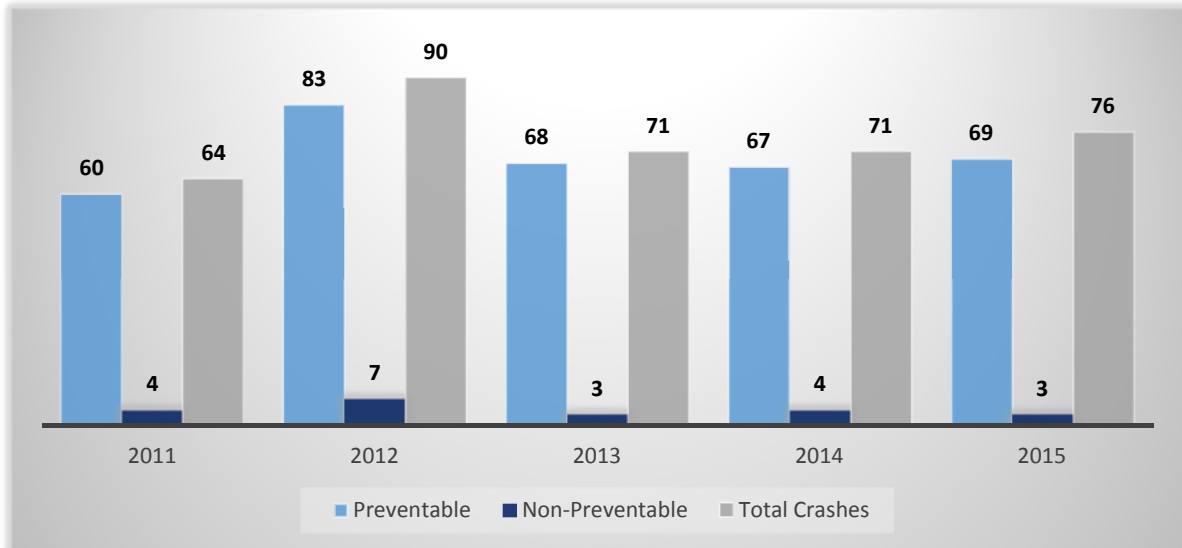


Figure 23 Preventable and Non-Preventable accidents presented to the Accident Review Board. The majority of all accidents that are presented to the Accident Review Board are deemed preventable.



NORFOLK POLICE DEPARTMENT

EMPLOYEE INJURIES

On-the-job injuries can vary widely from a bruise, sprain or minor cut, to broken bones, gunshot wounds, and death. Employees sustain injuries from motor vehicle collisions, assaults, physical confrontations, bicycle or boating accidents, animal bites and a variety of other reasons. Of the 170 employee injuries that occurred in 2015, 133 (approximately 78%) were deemed to be minor injuries, which were treatable and allowed the employee to immediately resume his or her duties. A total of 37 (approximately 22%) of the injuries were more severe, requiring the employee to be placed on restricted duty or loss of duty days.

TRAINING INJURIES

In 2015, the Norfolk Police Academy held two academy classes that totaled sixty-two (62) recruits. There were a total of two reported injuries. As a result, one required medical treatment and one refused medical treatment.

LINE OF DUTY INJURIES

These injuries occur when officers were actively attempting to detain or arrest a suspect. In 2015, there were 48 injuries in this category in which 17 resulted in loss of workdays or restricted activity. Other injuries sustained include one water rescue, twelve in-service training injuries, and three dog bites.